

South Ayrshire Council

**Report by Assistant Director - People
to Service and Performance Panel
of 8 February 2022**

**Subject: South Ayrshire Council Gaelic Language Plan (GLP)
Annual Monitoring Report to Bòrd na Gàidhlig 2020-
2021**

1. Purpose

- 1.1 The purpose of this report is to update the Service and Performance Panel on the South Ayrshire Gaelic Language Plan - Annual Monitoring Report 20/21.

2. Recommendation

- 2.1 **It is recommended that the Panel scrutinises the South Ayrshire Council Gaelic Language Plan 2020-2025 Annual Monitoring Report, submitted to Bòrd na Gàidhlig 2020-2021 in October 2021 ([Appendix 1](#)).**

3. Background

- 3.1 The Council's Gaelic Language Plan (GLP) 2020-2025 was prepared under Section 3 of the Gaelic Language (Scotland) Act 2005 and was approved by Bòrd na Gàidhlig on 27 October 2020:

3.1.1 South Ayrshire's GLP details how the Council will work to support the objectives of the National Plan for Gaelic over the next five years and meet the Council's obligations in a way that ensures its communities, stakeholders and partners can recognise its ongoing progress to promote and use Gaelic.

3.1.2 As per the statutory guidance, annual reports are submitted by public bodies for consideration by the Bòrd na Gàidhlig.

- 3.2 The 2020-2021 Annual Monitoring Report was submitted to Bòrd na Gàidhlig in October 2021 following approval by Leadership Panel on 26 October 2021.

- 3.3 Once the Council is in receipt of feedback from Bòrd na Gàidhlig, the Annual Monitoring Report will be uploaded on our Equality & Diversity website pages.

4. Proposals

- 4.1 It is proposed that members scrutinise the contents of the South Ayrshire Gaelic Language Plan Annual Monitoring Report for 20/21.

5. Legal and Procurement Implications

5.1 The recommendations in this report are consistent with legal requirements and reflect appropriate advice.

5.2 The recommendations in this report are consistent with procurement requirements and reflect appropriate advice.

6. Financial Implications

6.1 Not applicable.

7. Human Resources Implications

7.1 Not applicable.

8. Risk

8.1 *Risk Implications of Adopting the Recommendations*

8.1.1 There are no risks associated with adopting the recommendations.

8.2 *Risk Implications of Rejecting the Recommendations*

8.2.1 Rejecting the recommendations may impact on the reputation of the Council.

9. Equalities

9.1 The proposals in this report have been assessed through the Equality Impact Assessment Scoping process. There are no significant potential positive or negative equality impacts of agreeing the recommendations and therefore an Equalities Impact Assessment is not required. A copy of the Equalities Scoping Assessment is attached as [Appendix 2](#).

10. Sustainable Development Implications

10.1 ***Considering Strategic Environmental Assessment (SEA)*** - This report does not propose or seek approval for a plan, policy, programme or strategy or document otherwise described which could be considered to constitute a plan, programme, policy or strategy.

11. Options Appraisal

11.1 An options appraisal has not been carried out in relation to the subject matter of this report.

12. Link to Council Plan

12.1 The matters referred to in this report contribute to Commitment 1 of the Council Plan: Fair and Effective Leadership/ Leadership that promotes fairness.

13. Results of Consultation

13.1 There has been no public consultation on the contents of this report.

- 13.2 Consultation has taken place with Councillor Chris Cullen, Portfolio Holder for Economy and Culture, and the contents of this report reflect any feedback provided.

Background Papers [South Ayrshire Council Gaelic Language Plan 2020-2025](#)

Report to Leadership Panel of 26 October 2021 – [South Ayrshire Council Gaelic Language Plan \(GLP\) Annual Monitoring Report to Bòrd na Gàidhlig 2020-2021 and Ayrshire Shared British Sign Language \(BSL\) Local Plan 2018-2024 Progress Report 2021](#)

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BÒRD NA GÀIDHLIG

FOIRM DÀTA BLIADHNAIL 2020-2021

ANNUAL RETURN FORM 2020-2021

Ainm na buidhne Organisation's name	SOUTH AYRSHIRE COUNCIL
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Prìomh Dhàta Measaidh

Primary Indicator Data

Fios bhon Phoball Communications from the Public	<p>Cia mheud brath sgrìobhte a fhuair am buidheann bhon phoball ann an Gàidhlig am-bliadhna? How many written communications have the organisation received from the public in Gaelic this year?</p> <ul style="list-style-type: none"> • Nil - from Communications Service and all other Services • New software being introduced September 2021 for reporting items on Council website. Working with ICT to have the mechanism to record this on new system • Raised awareness within E&D updates to request Equalities Officer is advised of such communications 	
A' sgaoileadh fiosrachaidh Dissemination of information	<p>Cia mheud pìos a sgaoil am buidheann air na meadhanan sòisealta ann an Gàidhlig am-bliadhna? How many posts did the organisation distribute on social media in Gaelic this year?</p> <ul style="list-style-type: none"> • None 	
	<p>Cia mheud fios-naidheachd a chaidh a sgaoileadh leis a' bhuidheann anns a' Ghàidhlig am-bliadhna? How many press releases did the organisation publish in Gaelic this year?</p> <ul style="list-style-type: none"> • None • Primary pupils currently developing an article for SAC LIVE, the interactive e-newsletter for the Council and the community. 	

Luchd-obrach Staff	<p>Cia meud neach-obrach a fhuair cothrom trèanaidh ann an sgilean Gàidhlig am-bliadhna?</p> <p>How many staff received Gaelic skills training this year?</p> <ul style="list-style-type: none"> • 3 Education staff completed the GLPS training last session. 	
	<p>Cia mheud dreuchd a th' agaibh an-dràsta far a bheil Gàidhlig ann mar sgil riatanach?</p> <p>How many posts do you currently have where Gaelic is an essential skill?</p> <ul style="list-style-type: none"> • None 	
	<p>Cia mheud neach-obrach a th' agaibh an-dràsta aig a bheil sgilean Gàidhlig?</p> <p>How many staff currently within the organisation have Gaelic skills?</p> <ul style="list-style-type: none"> • A further 3 education members of staff are currently studying Gaelic through the GLPS programme. On completion this will take the number of teachers with Gaelic language skills to 19 • In addition to the new staff interested in GLPS we have also had 4 staff furthering their Gaelic development through formal qualifications. (National 5 and Highers) • One school assistant is participating in the Gaelic taster course Gàidhlig nan Òg this session. 	

<p>Foillseachaidhean Publications</p>	<p>Cia mheud foillseachadh a dh'fhoillsich am buidheann gu dà-chananach am-bliadhna? How many organisational publications have been published bilingually (Gaelic and English) this year?</p> <ul style="list-style-type: none"> The South Ayrshire Council Gaelic Language Plan 2020-2025 https://beta.south-ayrshire.gov.uk/article/28795/South-Ayrshire-Council-Gaelic-Language-Plan-2020-2025 Education has produced a series of music material available to all staff and is bilingual. 	
<p>Inbhe Status</p>	<p>Cia mheud soidhne dà-chànanach a chuir am buidheann an àirde am-bliadhna? How many bilingual signs has the organisation erected this year?</p> <ul style="list-style-type: none"> 5 bilingual road signs erected over past year and currently 15 more being erected over this year by Ayrshire Roads Alliance 2 new School Campus have bilingual Welcome signs within Reception currently being manufactured and should be erected by October 2021. 	

Prìomhachasan a' Phlana Cànan Nàiseanta Gàidhlig National Gaelic Language Plan Priorities

Cleachdadh na Gàidhlig / Using Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air cleachdadh na Gàidhlig?

How is the organisation increasing the use of Gaelic?

- Gaelic Language Plan 2020-2025 promoted across the Council which has given rise to some staff interested in learning or using Gaelic
- Bilingual signatories introduced and some Gaelic used in emails by a few members of staff within salutations and complimentary close.

Ionnsachadh na Gàidhlig / Learning Gaelic

Ciamar a tha a' bhuidhinn a' toirt fàs air ionnsachadh na Gàidhlig?

How is the organisation increasing the learning of Gaelic?

- Education promote all national and local Gaelic Language learning opportunities to all education staff through the CLPL bulletin
- Three primary schools will be delivering Gaelic Language learning from Early years/P1-7 this session supported by a Gaelic Development Officer or Fèisean nan Gàidheal
- SQA Hi5 awards were achieved by a total of 125 pupils across 3 primary schools in June 2021 on a range of topics from "Weather"; "Gaelic culture and weaving" and "Introducing Myself in Gaelic". To achieve the award children had to set targets, record their learning and complete a 5 hour accredited unit of study. Families engaged in the learning, sharing videos

and photos of children completing tasks and sharing their learning at home

- Resources developed by the Gaelic Development Officers and shared via South Ayrshire Languages blog: weaving project music resources (being further developed into a resource pack for schools); additional song resources (PDFs of music/lyrics, audio recordings and backing tracks); video lessons; Gaelic Thinglinks and Online Gaelic Games
- A Microsoft TEAM has been created to support Brochan Beag, an Early Years project using active learning, games and activities to explore the Gaelic language and embed it in a fun way. Each lesson also has age appropriate and repetitive songs using rhythm and other musical activities. Resources created to support delivery were: Key Language Videos for each lesson to aid with the pronunciation and other aspects of the language; recorded videos of all the songs; MP3 audio and backing tracks; posters; flashcards and game cards. Finger puppets and other materials have been purchased for loan to Early Years Centres across the authority delivering Brochan
- Pilot and evaluation of the Brochan programme in two EYCs
- Brochan is being delivered in at least 4 Early Years Centres this session supported by the Development Officers
- GLEANS (Gaelic Learners Education Authority Network Scotland) is a cross authority network developed by one of our Gaelic Development Officers in conjunction with development officers from Highland and Fife to network with people involved in GLE and share resources etc. Challenges are set with GLPS topics for pupils to engage with at home and at school. Pupils record the challenge activity on video or other medium (eg using Toontastic, socpuppeets etc) to be shared with all who engage in the challenges. There has been a good uptake across Scotland. This year there are four challenges, if a school completes all 4 they get a gold award. <https://sites.google.com/view/gleans-home/dachaigh>
- GLEANS: 4 schools in SAC were involved last session with 2 achieving a Gold Award.
- CLPL: An online CLPL session related to the Brochan project was made available to all early years education staff last session.

A'cur air adhart na Gàidhlig / Promoting Gaelic

Ciamar a tha a' buidhinn a' cur deagh iomhaigh air adhart airson na Gàidhlig?

How is the organisation promoting a positive image of Gaelic?

- Gaelic Language Plan promoted via social media and press release (8th June 2021)
- Gaelic Language Plan mentioned within Chief Executives Newsletter June 2021
- Bilingual South Ayrshire Licensing Board Logo has been incorporated in Board Papers and communications
- Bilingual signatures being used by staff across the Council and more staff now adopting this, particularly to contacts out with the Council
- Equality Champions have further raised awareness to their own colleagues how to implement the Gaelic signatures on their emails via the appropriate ICT tool
- Gaelic performances were included at the annual Primary 7 Burns Supper, delivered online due to COVID. It is hoped that COVID restrictions will allow the Gaelic Showcase planned for last session to be delivered this year
- Use of twitter to promote Gaelic learning activities and some video lessons have been uploaded to YouTube, accessed through the SAC Languages blog.

Fiosrachadh dearcnachaidh eile

Other monitoring information

A' brosnachadh Foghlam Gàidhlig

Promotion of Gaelic Education

Chan fheum ach Ùghdarrasan Ionadail seo a lìonadh a-steach

For Local Authorities only to complete

Fo Earrainn 15 de dh'Achd an Fhoghlaim (Alba) 2016, feumaidh ùghdarrasan ionadail aig a bheil foghlam Gàidhlig anns an sgìre aca seo a shanasachd ann an dòigh iomchaidh. Feumaidh gach ùghdarras ionadail sanasachd a dhèanamh air na còraichean a th' aig pàrantan gus tagradh a dhèanamh airson foghlam Gàidhlig aig ìre na bun-sgoile agus foghlam luchd-ionnsachaidh na Gàidhlig a stèidheachadh. Ciamar a tha sibh a' coileanadh an dleistanais seo?

Under Section 15 of the Education (Scotland) Act 2016, local authorities which already provide Gaelic education in their area must take reasonable steps to promote this. All local authorities must take reasonable steps to promote the rights which parents have under the Act to make a request for Gaelic Medium Primary Education and the potential provision of Gaelic Learner Education. Could you tell us how you are undertaking this?

- Any parent of a young person who is interested in Gaelic Medium Education can contact Education Services through the Council website or email. If enough interest is shown, a feasibility study will be conducted to look at the establishment of a Gaelic Medium Unit, its location, staffing etc. At present, any young people who have expressed a desire to be educated full time in Gaelic Medium are provided transport by the Council to attend Sgoil na Coille Nuaidh at the William MacIllvanney campus in Kilmarnock within East Ayrshire local authority area
- Queen Margaret Academy in Ayr has a dedicated Gaelic teaching room to be used for both Gaelic Learners Education or perhaps some form of Gaelic Medium Education.

Pàrantan Corporra

Corporate Parenting

Chan fheum ach Pàrantan Corporra seo a lìonadh a-steach

For Corporate Parents only to complete

Am b' urrainn dhuibh dàta a thoirt dhuinn air an àireimh de dhaoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide data on the number of Gaelic-speaking care experienced young people registered with the Authority.

- There is currently no Gaelic-speaking care experienced young people registered with South Ayrshire Council.

Am b' urrainn dhuibh fiosrachadh a thoirt dhuinn air tachartasan no cothroman a tha sibh a' cur air dòigh airson daoine òga le Gàidhlig a tha, no a tha air a bhith, fo chùram a tha clàraichte leis an Ùghdarras.

Please provide information on activities or opportunities you provide for Gaelic-speaking care experienced young people.

- Provision will be made available where applicable, for care experienced young people.

Co-ionannachd Equalities

Bu chòir don a h-uile buidheann seo a lionadh a-steach

For all organisations to complete

An do chomharraich an t-ùghdarras poblach agaibh cùisean sònraichte sam bith co-cheangailte ri co-ionannachd chothroman a thaobh leasachadh na Gàidhlig?

Has your public authority identified any particular issues relating to equality of opportunity with regard to the development of Gaelic language?

- Our local authority has many rural schools and the development of online resources can be used to support these rural schools with Gaelic language learning
- As very few people use Gaelic across South Ayrshire, there is not a demand or the capacity to develop greatly but is always prepared to further develop when possible and ensure equality of opportunity
- Gaelic training modules are available on the Council COAST e-learning site, which would only be available to staff who have access to the internet.

A bheil poileasaidhean, modhan-obrach no dòighean-obrach sam bith co-cheangailte ri co-ionannachd a chaidh a chur an gnìomh leis an ùghdarras phoblach agaibh, no a tha gan cur an gnìomh an-dràsta, a bhuineas ri bhith a' cur co-ionannachd chothroman air adhart an lùib leasachadh na Gàidhlig? An inns sibh dhuinn mun deidhinn?

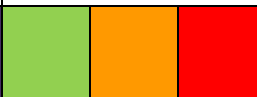
Are there any equalities policies, procedures or measures that have been implemented by your public authority, or are in the process of being implemented, that are relevant to advancing the equality of opportunity in the development of Gaelic language? Can you tell us about them?

- Equalities has been given a dedicated Council budget to promote and raise awareness of Equality and Diversity and further enhance the use of Gaelic across the local authority
- Education have linked with Equalities and the Programme Developer for the new school campuses to ensure bilingual Welcome signage is incorporated within any current and future developments
- Education Services have applied each year for grant funding from Scottish Government under the Grants for Gaelic Education (Scotland) Regulations 1986
- Education Services have had further funding from South Ayrshire Council to further Gaelic language programmes as detailed throughout this report.

A bheil eisimpleirean ann de cheumannan sònraichte a ghabh sibh gus piseach a thoirt air in-ghabhail agus com-pàirteachas a tha air obrachadh gu sònraichte math a thaobh leasachadh na Gàidhlig taobh a-staigh an ùghdarras phoblach agaibh? An inns sibh dhuinn nam biodh sibh toilichte nan sgaoileadh Bòrd na Gàidhlig na h-eisimpleirean agaibh agus nan dèanaid sanasachd orra.

Are there examples of implementing specific measures to improve inclusivity or engagement that have worked particularly well regarding Gaelic language development for your public authority? Please indicate if you would be happy for Bòrd na Gàidhlig to share and promote the examples provided.

- Education Services would be happy for Bòrd na Gàidhlig to share and promote the examples provided.
- The Gaelic Development Officers have developed positive links with a number of schools and early years establishments across the authority, including the Scottish Attainment Challenge schools
- Gaelic Development Officer provided Gaelic language learning opportunities in South Ayrshire's primary extended learning facility (ELF) during session 2020-21, working closely with school staff to build capacity and sustainability. A class teacher within the ELF is participating in the GLPS course this current academic year
- Gaelic Language learning has been supported through transition from ELF to the secondary supported learning centre (SLC) and will be continued into S1
- Further extension of Gaelic Language Learning across the SLC is being explored this session with S1-4 having experienced successful taster sessions at the end of session 2020-21. This will also provide an opportunity to use the Gaelic classroom at Queen Margaret Academy and further promote Gaelic across the school
- COVID restrictions impacted on the direct teaching which could be carried out by Development Officers. To support continued engagement with Gaelic Language Learning the Development Officers created a number of Gaelic Thinglinks and Online Gaelic Games that were used by numerous pupils both in class and as part of remote learning shared via South Ayrshire Languages blog
- Remote Gaelic lessons were delivered by Development Officers via Teams when COVID restrictions impacted on the delivery of face to face teaching sessions.
- Development of a 1st Level teaching programme and support materials ensuring continuity and progression in GLE
- Working in partnership with Ayrshire Roads Alliance (ARA) and some more rural Community Councils within South Ayrshire to implement the speed limit be reduced to 20mph through villages in 2020-2021
- Working in partnership with Ayrshire Roads Alliance to increase the current installation of bilingual signage in villages in South Ayrshire from 5 to 20 during 2020-2021.

G – Implemented O – In progress R – Not implemented (add narrative)	Corporate Service Aims	
Àrd Phrionnsabalan	Overarching Principles	
Spèis Cho-ionann A h-uile gealladh anns a’ phlana Ghàidhlig air a libhrigeadh dhan aon ìre anns a’ Ghàidhlig agus anns a’ Bheurla.	Equal Respect Gaelic language plan commitments delivered to an equal standard in both Gaelic and English.	GREEN
Cothroman Follaiseach Gnìomhan practaigeach gus dèanamh cinnteach gu bheil fios aig luchd-obrach na buidhne agus am poball daonnan air na cothroman a th’ ann gus Gàidhlig a chleachdadh leis an ùghdarras phoblach.	Active Offer Practical measures to ensure that staff and public are kept regularly informed of all opportunities that exist to use Gaelic in relation to the work of the public authority.	ORANGE
Treas Phàrtaidhean A’ dearbhadh gum bi ALEOs agus cunnradair eile ag obair gus plana Gàidhlig an ùghdarras phoblach a chur an gnìomh.	Third Parties Ensure that Arm’s Length Executive Organisations and other contractors help with the delivery of the public authority Gaelic language plan.	ORANGE
Gàidhlig na nì àbhaisteach Geallaidhean bhon phlana Ghàidhlig air an gabhail a- steach ann an structaran an ùghdarras phoblach tro thìde, le sgrùdadh cunbhalach airson cothroman a chomharrachadh taobh a-staigh bhuidseatan stèidhichte gus Gàidhlig a thoirt air adhart.	Normalisation Gaelic plan commitments are normalised within the structures of the public authority over time, with opportunities to grow Gaelic within existing budgets constantly assessed.	ORANGE
Pàrantan Corporra Gu bheilear mothachail air na dleastanasan a th’ ann mar Pàrant Corporra gum bi a h-uile pàiste is neach òg fo chùram no a b’ àbhaist a bhith fo chùram le Gàidhlig a’ faighinn na h-aon cothroman ‘s a tha clann le cànan eile.	Corporate Parenting That the authority is aware of the duties of a Corporate Parent to ensure that looked after children and young people and care leavers with Gaelic receive the same opportunities as those with other languages.	GREEN

Inbhe	Status			
Suaicheantas Ag amas air suaicheantas corporra anns a' Ghàidhlig agus anns a' Bheurla a chruthachadh nuair a thig a' chiad chothrom agus mar phàirt den phròiseas ùrachaidh.	Logo Aim to render the corporate logo in both Gaelic and English at the first opportunity and as part of any renewal process.	GREEN		
Soidhnichean Prìomh shoidhnichean air an dèanamh dà-chànanach nuair a thathar gan ùrachadh.	Signage Prominent signage will include Gaelic and English as part of any renewal process.	ORANGE		
Conaltradh leis a' phoball	Communicating with the public			
Brosnachadh Teachdaireachdan gu bheil fàilte air conaltradh sa Ghàidhlig bhon poball daonnan.	Promotion Positive message that communication from the public in Gaelic is always welcome.	ORANGE		
Conaltradh sgrìobhte Fàilte ga cur air conaltradh sgrìobhte sa Ghàidhlig (post, post-d agus meadhanan sòisealta) daonnan agus bidh freagairt ann sa Ghàidhlig, a rèir clàr-ama conaltraidh àbhaisteach na buidhne.	Written Communication Written communication in Gaelic is always accepted (post, email and social media) and replies will be provided in Gaelic in accordance with the general policy.	ORANGE		
Ionad-fàilte agus am fòn Far a bheil luchd-obrach le Gàidhlig ann airson seo a thoirt seachad, gheibh iad taic airson seo a dhèanamh agus thèid sanasachd a dhèanamh air t-seirbheis dhan phoball.	Reception and phone Where Gaelic speaking staff are capable of providing this service, they are supported to do so and the service is promoted to the public.	RED No current Gaelic speaking staff in Customer Contact Services		
Coinneamhan Cothroman airson coinneamhan dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh.	Public meetings Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.	RED No current Gaelic speaking staff in Customer Contact Services		

Fiosrachadh	Information			
Fiosan-naidheachd Prìomh fhiosan-naidheachd agus fiosan-naidheachd mu dheidhinn na Gàidhlig air an cuairteachadh sa Ghàidhlig agus sa Beurla.	News releases High profile news releases and all news releases related to Gaelic are circulated in both Gaelic and English.	RED Communications will carry this out when requested		
Meadhanan sòisealta Stuth Gàidhlig ga sgaoileadh tro na meadhanan sòisealta gu cunbhalach, le stiùir bho ìre cleachdaidh no cleachdadh a dh'fhaodadh a bhith ann.	Social Media Gaelic content distributed regularly through social media, guided by the level of actual and potential users	RED Communications will carry this out when requested		
Làrach-lìn Stuth Gàidhlig air làrach-lìn an ùghdarrais phoblaich, le prìomhachas air na duilleagan le faicsinneachd mhòr.	Website Gaelic content should be available on the public authority's website, with emphasis given to the pages with the highest potential reach.	ORANGE		
Irisean Corporra Irisean corporra sa Ghàidhlig agus Beurla le prìomhachas air sgrìobhainnean le faicsinneachd mhòr.	Corporate Publications Produced in Gaelic and English, with priority given to those with the highest potential reach.	RED Publications are available in Gaelic on request		
Taisbeanaidhean Cothroman airson taisbeanaidhean dà-chànanach no sa Ghàidhlig a chumail air an rannsachadh gu cunbhalach agus air am brosnachadh, le prìomhachas air an fheadhainn aig a bheil a' bhuidh as motha.	Exhibitions Opportunities to deliver public exhibitions bilingually or in Gaelic should be explored on a regular basis, with priority given to those with the highest potential impact.	ORANGE		
Corpas na Gàidhlig	Gaelic Language Corpus			
Gnàthachas Litreachaidh na Gàidhlig Leanaidh an t-ùghdarras Poblach Gnàthachas Litreachaidh na Gàidhlig as ùire mar stiùir airson a h-uile rud sgrìobhte aca.	Gaelic Orthographic Conventions The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced by the public authority.	ORANGE		

Luchd-obrach	Staff			
Sgrùdadh Luchd-obrach Sgrùdadh cunbhalach air sgilean Gàidhlig agus iarrtasan airson trèanadh Gàidhlig tro bheatha gach plana.	Internal audit Conduct an internal audit of Gaelic skills and training needs through the life of each plan.	ORANGE Planned 2022		
Inntrigeadh Eòlas air a' phlana Ghàidhlig mar phàirt den phròiseas inntrigidh.	Induction Knowledge of the public authority's Gaelic language plan included in new staff inductions	GREEN		
Trèanadh cànan Trèanadh ann an sgilean Gàidhlig ga thabhan agus ga bhrosnachadh, gu sònraichte a thaobh a bhith a' cur plana Gàidhlig na buidhne an gnìomh.	Language training Gaelic language skills training and development offered to staff, particularly in relation to implementing the public authority's Gaelic language plan.	GREEN Mostly within Education Staff		
Trèanadh le Fiosrachadh mun Ghàidhlig Trèanadh le fiosrachadh mun Ghàidhlig, le prìomhachas air stiùirichean, buill bùird, comhairlichean agus luchd-obrach air a bheil dleastanas a bhith a' conaltradh leis a' mhòr-shluagh.	Awareness training Gaelic awareness training offered to staff, with priority given to directors, board members, councillors and staff dealing directly with the public.	GREEN Available within Equality & Diversity training modules		
Fastadh A' toirt aithne is spèis do sgilean Gàidhlig mar phàirt den phròiseas fhastaidh.	Recruitment Recognising and respecting Gaelic skills within the recruitment process.	RED Being monitored		
Gàidhlig ainmichte mar sgil a tha na buannachd agus/no a tha riatanach gus seirbheisean Gàidhlig a lìbhrigeadh agus a rèir na comhairle laghail aig Bòrd na Gàidhlig.	Gaelic named as an essential and / or desirable skill in job descriptions in order to deliver the Gaelic language plan and in accordance with the Bòrd na Gàidhlig recruitment advice.	RED Being monitored		
Sanasan-obrach dà-chànanach no sa Ghàidhlig airson dreuchdan far a bheil Gàidhlig ainmichte mar sgil riatanach.	Bilingual or Gaelic only job adverts for all posts where Gaelic is an essential skill.	RED Will be implemented when appropriate		

**South Ayrshire Council
 Equality Impact Assessment
 Scoping Template**

1. Policy details

Policy Title	South Ayrshire Council Gaelic Language Plan 2020-2025 Annual Monitoring Report 2020-2021
Lead Officer (Name/Position/Email)	Kevin Anderson, Service Lead, Policy, Performance & Community Planning Kevin.anderson@south-ayrshire.gov.uk Geraldine McGivern Equalities Officer Geraldine.mcgivern@south-ayrshire.gov.uk

2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this policy? Please indicate whether these would be positive or negative impacts

Community or Groups of People	Negative Impacts	Positive impacts
Age – men and women, girls & boys	No	No
Disability	No	No
Gender Reassignment (Trans/Transgender Identity)	No	No
Marriage or Civil Partnership	No	No
Pregnancy and Maternity	No	No
Race – people from different racial groups, (BME) ethnic minorities and Gypsy/Travellers	No	No
Religion or Belief (including lack of belief)	No	No
Sex – gender identity (issues specific to women & men or girls & boys)	No	No
Sexual Orientation – person's sexual orientation i.e. LGBT+, lesbian, gay, bi-sexual, heterosexual/straight	No	No
Thematic Groups: Health, Human Rights & Children's Rights	No	No

3. What likely impact will this policy have on people experiencing different kinds of social disadvantage? (Fairer Scotland Duty). Consideration must be given particularly to children and families.

ONLY COMPLETE THIS SECTION FOR ANY STRATEGIC DECISIONS – N/A

Socio-Economic Disadvantage	Negative Impacts	Positive impacts
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing		
Low and/or no wealth – enough money to meet		

Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future		
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies		
Area Deprivation – where you live (rural areas), where you work (accessibility of transport)		
Socio-economic Background – social class i.e. parent’s education, employment and income		

4. Do you have evidence or reason to believe that the policy will support the Council to:

General Duty and other Equality Themes Consider the ‘Three Key Needs’ of the Equality Duty	Level of Negative and/or Positive Impact (High, Medium or Low)
Eliminate unlawful discrimination, harassment and victimisation	Positive - Low
Advance equality of opportunity between people who share a protected characteristic and those who do not	Positive - Low
Foster good relations between people who share a protected characteristic and those who do not. (Does it tackle prejudice and promote a better understanding of equality issues?)	Positive - Low
Increase participation of particular communities or groups in public life	Positive - Low
Improve the health and wellbeing of particular communities or groups	Positive - Low
Promote the human rights of particular communities or groups	Positive - Low
Tackle deprivation faced by particular communities or groups	Positive - Low

5. Summary Assessment

<p>Is a full Equality Impact Assessment required? (A full Equality Impact Assessment must be carried out if impacts identified as Medium and/or High)</p>	<p>YES <input type="checkbox"/></p> <p>NO <input type="checkbox"/> X</p>
<p>Rationale for decision: The Annual Report is to advise of progress of the implementation and monitoring of the Gaelic Language Plan and for information and approval of Servc and Performance Panel. This has already been forwarded to Bòrd na Gàidhlig. This has no specific equality implications.</p>	

Signed : ...Kevin Anderson.....**Service Lead**

Date: 26 January 2022.....